



# “WRAIR Forward”

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## COMMANDER'S CORNER

When a scientist can count or measure something, the scientist experiences a pleasure which to the outsider is hard to understand. Numbers give scientists a sense of precision and accuracy that convinces them that what they are studying is indeed “science.” The general public also holds this illusion that it is only science if you can put a number on it. As a consequence, scientists, including military scientists, spend a great deal of time attempting to quantify events of interest. While we are actively engaged in determining how to measure OPTEMPO and how to quantify its impact on soldier and unit readiness, we must never forget that it is the soldier and their family that is of *real* interest. Questionnaires and surveys alone are not sufficient to understand how soldiers and families are doing, you must talk to them. At the Medical Research Unit, we have interviewed thousands of soldiers and leaders to determine how the high pace of military operations in Europe is affecting their readiness. The findings from these interviews are then integrated into our findings based on surveys and questionnaires. This approach allows us to be confident that the numbers we obtain from surveys are really what soldiers and families think and that any conclusions we draw from our research are valid.

-MAJ Carl A. Castro

## Unit Deploys Research Teams to Kosovo



USAREUR soldiers from 2-6 Infantry, with CPT Thomas on the right, in Kosovo.

In January, a USAMRU-E research team deployed to Kosovo to collect data for the OPTEMPO/PERSTEMPO Study. From 22-27 January, CPT Thomas, Alexandra Hanson and Shelley

Robertson traveled to Camp Monteith, Camp Bondsteel and various other locations throughout the U.S. sector of Kosovo to administer surveys, conduct interviews, and observe the soldiers of C Company, 2-6 Infantry Battalion and D Company, 501 Military Intelligence Battalion. These units, part of the two-year OPTEMPO/PERSTEMPO Study, are currently on six-month rotations to Kosovo.

In March, the unit deployed another research team to Kosovo, as part of the Force Health Protection Program. From 26 March-2 April, Dr. Wright, SGT Mitchell, and SGT Calhoun conducted a redeployment screening extended to the whole Task Force, including the 82<sup>nd</sup> ABN BN. The

number of screenings from troops at Camp Bondsteel and Camp Monteith is estimated at more than 5,000. A post-deployment screening is being planned for later this summer.

## OPTEMPO/PERSTEMPO Project

The unit completed data collections 6 and 7 for the OPTEMPO/PERSTEMPO project and presented key results to USAREUR leaders. The analyses focus on the influence of leadership at the local level for improving readiness, and leadership from the perspective of junior-enlisted soldiers. For a full coverage of the results, refer to the briefings below.

- Leaders at the local level do engage in behaviors that attenuate the effects of high OPTEMPO.
- Meaningful tasks and good information flow result in less strain on families and units under conditions of high OPTEMPO.
- The OPTEMPO Readiness model provides useful definitions for identifying key relationships.
- Pro-active behaviors that leaders engage in (i.e., communicating effectively) can lessen the impact of workload on junior-enlisted soldiers' job attitudes.

Castro, C. A., & Adler, A. B. (2000, January). **USAREUR/7A OPTEMPO and PERSTEMPO Study. In-Progress Report (IPR) 6. Special Topic: The influence of leadership at the local level for improving soldier and unit readiness in a high OPTEMPO environment.** Briefed to MG Campbell, CofS, USAREUR; MG Hickerson, DCSPER, USAREUR; & BG Ursone, Command Surgeon, USAREUR.

Thomas, J. L., Huffman, A. H., Dolan, C. A., Adler, A. B., & Castro, C. A. (2000, March). **USAREUR/7A OPTEMPO and PERSTEMPO Study. In-Progress Report (IPR) 7. Special Topic: Leadership in USAREUR from the perspective of the junior-enlisted soldier.** Briefed to MG Campbell, CofS, USAREUR; MG Hickerson, DCSPER, USAREUR; & BG Ursone, Command Surgeon, USAREUR.

## Consensus WorkGroup in Norway

In cooperation with the USAMRU-E, and with the support of the Chief of the Royal Norwegian Naval Academy Capt Atle Karlsvik, scientists at the Royal Norwegian Naval Academy hosted a Consensus WorkGroup on debriefing effectiveness research. Researchers from Norway, Sweden, Portugal and the U.S. met in Bergen, Norway on 29-30 March to discuss the best approach for assessing the effectiveness of debriefing interventions. The scientists presented results from debriefing studies, identified methodologies for use with military personnel, and developed a series of research guidelines to address this potentially significant prevention tool. MAJ Castro, Dr. Adler, and CPT Thomas participated in the meeting. These WorkGroup meetings provide a framework for researchers to engage in detailed discussions and scientific exchanges on specific research topics.

## Force Health Protection Program

The Force Health Protection Program continues to attract the support of USAREUR leaders. This quarter, several major psychological screening efforts were conducted with the 1<sup>st</sup> Armored Division (1AD). Teams from the USAMRU-E collected data with units in Friedberg and Giessen to support the post-deployment screening for Rotation 2A of the 1AD. The teams conducted primary and secondary screenings with approximately 1,400 soldiers. In addition, a team deployed to Kosovo in support of the re-deployment screening for Rotation 2B of the 1AD. Psychological screening for re-deployment was extended to all of Task Force Falcon. Briefings on the re-deployment screening results from the first rotation of the 1<sup>st</sup> Infantry Division (1ID) to Kosovo were presented to BG Ursone, Command Surgeon, USAREUR, and to LTC Dombroski, 1ID surgeon. A poster submission on deployment cycle effects was accepted by the American Psychological Association.

## Austrian Cooperation Study Draws Near

Approval for the International Cooperation Project with Austria was recommended on 3 January 2001 by the WRAIR Human Use Review Committee. Authority for the study was granted on 9 January by COL Jarboe, Director, WRAIR. Data collection is planned for May, 2001.

*Stress under operational conditions, with special reference to recovery processes* (WRAIR Protocol #790).

## International Contacts

- USAMRU-E hosted a visit from MAJ Tomislav Filjak, Ministry of Defense, Republic of Croatia, 5-7 March 2001.
- MAJ Castro and Dr. Adler participated in an exchange of scientific information with Portuguese psychologists (29 January–1 February 2001) at the Applied Psychology Army Center in Lisbon.

## USAMRU-E Presentation/Publications

Britt, T. W., Adler, A. B., & Bartone, P. T. (2001). Deriving benefits from stressful events: The role of engagement in meaningful work and hardiness. *Journal of Occupational Health Psychology*, 6(1), 53-63.

Dolan, C. A., Adler, A. B., Castro, C. A., & Huffman, A. H. (2001). Health outcomes among soldiers deployed to Kosovo: The role of military hardiness [Abstract]. *Psychosomatic Medicine*, 63, 163.

Thomas, J. L. (2001). *Stress, well-being, and leader performance: Results from the survey project with ROTC Advanced Camp 2000*. Technical Brief presented at the US Army ROTC and TRADOC meeting. Fort Monroe: VA.

## Family OPTEMPO Project

The Family OPTEMPO Study complements the USAREUR OPTEMPO/PERSTEMPO Soldier Study. In January, 420

surveys were mailed to spouses, and interviews are currently being conducted. The interviews are split into four categories: civilian spouses, dual military, Exceptional Family Member Program families (EFMP), and single parents. Amendments to the family study were approved in February. The study now includes:

- Spouses of senior leaders in U.S. Army, & 7<sup>th</sup> Army, Europe (USAREUR).
- Spouses of 1<sup>st</sup> Armored Division (1AD) soldiers completing a 6-month deployment to Kosovo.

## Combat Stress Control VTC

At the request of COL Stokes, MAJ Castro presented key findings for USAMRU-E's USAREUR OPTEMPO/PERSTEMPO Study as part of the Combat Stress Control/Stress Management Team (CSC/SMT) VTC on 7 March 2001.

## WRAIR Staff Assistance Visits

COL John Brown, Chief of Staff, 16-19 January 2000, in Heidelberg.

Ms. Lucille Battle, Resource Management, and Mr. Randolph Ford, Biometrics, 21-25 January 2000, in Heidelberg.

## USAMRMC Commander's Conference

Major Castro participated in the U.S. Army Medical Research and Materiel Command (USAMRMC) Commander's Conference 13-15 February.

## Hail & Farewell

- SGT Calhoun was promoted to her current rank on 15 December 2000; SGT Calhoun graduated from PLDC and made the Commandant's List in the top 20% of her class.
- SPC Kaisha Haig, formerly assigned to Fort Polk, LA, joined the unit on 4 January 2001.
- Nonpersonal Services Contracts were awarded to: Ms. Ann Huffman, principal investigator, 1 January–30 July 2001; Ms. Helene Millescamps, French translator, 1 January to 30 June 2001; Ms. Kara Godineaux, and Ms. Sandra Kelley, office administrators, 16 January 2001-15 January 2002; Ms. Coleen Crouch, research assistant, 19 January 2001–18 January 2002; Ms. Valerie Frey, research assistant, 22 January 2001-21 January 2002; and Mr. Tommy Jackson, multi-media research assistant, 2 March 2001-1 March 2002.
- Ms. Brenda Warren, Research Assistant, ended her contract due to illness; Ms. Kristine Winstead completed her one-year contract on 30 March 2001.

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